An Additional Way of Thinking About Organizational Life and Leadership: The Quantum Perspective

Joe Fris, Angeliki Lazaridou

Abstract

In this paper our first purpose is to outline a way of thinking about organizations and administration that has recently been gaining ground among theoreticians and practitioners, one that is portrayed frequently as a replacement for the well established newtonian or systems perspective. This way of thinking is the quantum perspective. Our second purpose is to illustrate how the metaphors of this emergent perspective can add to understandings about leadership, in particular when fostering commitment and dealing with conflict. To these ends, we first describe selected differences between the entrenched perspective on organizations and administration – the newtonian perspective – and the new quantum perspective. In this section we give particular attention to the quantum notion of a pervasive energy field that drives change as well as recent discoveries about the ways humans think. Next we contrast the values ascribed to an individual’s public and private selves in newtonian and quantum organizations. Finally we consider how the newtonian and the quantum orientations in leadership are likely to affect the commitment of an organization’s members. And we relate this to findings from research on the management of conflict.

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Organizations are increasingly reliant on HR departments to build a leadership pipeline of managers capable of leading “creatively” through turbulent times. However, there appears to be a growing belief among managers and senior executives that the leadership programs that they are attending are often insufficient to help them develop their capacities to face the demands of their current role. Based on the interviews, the most common current reported development methods were think about meta-competencies such as learning agility and self-awareness. It is in an area of their life that they care. about deeply. • There is sufficient support that enables them to. Leadership - University Of Oklahoma 1 Leadership Theories of Leaderships Leadership • The ability to influence a group toward the achievement of a particular goal. • The problem with the study of leadership is Get Content Here. Career Spotlight: Kathleen Bowersox, Senior Director Of Talent Management At 3Cinteractive Who: Kathleen Bowersox is senior director of talent management at 3Cinteractive, in Boca Raton. An Additional Way Of Thinking About Organizational Life And Problem in mainstream thinking about leadership – the hegemony of systems thinking, training focuses on specialization, and programs of general education are rare. In contrast, quantum thinkers quantum leadership may be conceptualized as having three primary dimensions that may organizational structures like learning organizations, quantum organizations, etc., in which organizational development rules. According to Kara (2013), this result can be taken to mean that the new paradigm created by the theories of quantum, chaos and complexity theories challenges, with its different views, all fields of life and even the currently dominating paradigm. An additional way of thinking about organizational life and. leadership: The quantum perspective. Canadian Journal of Educational Administration and Policy, Issue: 48, pp. 1-29.